

2020 ANNUAL EEO PUBLIC FILE REPORT

Boulder Community Broadcast Association, Inc.

Stations:

KGNU(AM), Denver, CO
KGNU-FM(NCE), Boulder, CO

Reporting Period:

November 21, 2019 – November 20, 2020

No. of Full-time Employees:

9

Small Market Exemption:

No

During the Reporting Period, a total of zero (0) full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

During this reporting period, KGNU hosted four (4) interns in our News & Public Affairs department, offering hands-on skill-building training for students from the University of Colorado. KGNU hosted additional high school interns through the Denver Public Schools. The KGNU Music Department hosted (2) interns to learn about the music industry during the reporting period. KGNU hosted an additional four (4) interns through the CU LEAD 4000 leadership minor program.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

During the Reporting Period, KGNU staffed outreach booths at one (1) University of Colorado, Boulder – College of Media Communication and Information job fair for university students seeking internships and employment in the field of media and communication on 2/26/20. We also staffed outreach at several large community events including New Voices for Climate Justice on 2/6/20, Destination Freedom 8/28/20, KGNU Yard Bazaar 9/4/20, Cultura Viva 6/27/20, among others.

During the reporting period, KGNU held (6) volunteer orientations to share the history of the station.

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of*

KGNU made NO upper-level hires during the reporting period.

women and minorities.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

At our January 2020, All-Station Retreat, KGNU offered four Training workshops on: News interviewing tips 101, DJ App training, Fund-drive Pitching Techniques, and Promotions creation, for board of directors, staff, volunteers, on air hosts & producers. Over fifty people attended the workshops at this retreat.

During the reporting period, KGNU actively promoted professional development for staff to better develop skill sets and to acquire additional professional skills relevant to KGNU's broadcast, digital storytelling and operational needs. Staff members attended workshops, conferences (NFCB, Greater Public, SVP and Building Bridges, among other) and trainings during the reporting period. KGNU also offered professional Coaching opportunities to two Director level staff. KGNU will continue professional development during 2021.

*Established a **mentoring** program for station personnel.*

KGNU has an on-going mentoring program to encourage and support youth participation at the station.

KGNU partnered with New Vista High School and the Lafayette Youth Action Committee during the winter and fall of 2020 mentoring youth media makers in community media, storytelling and recording techniques where the students recorded stories that they had prepared to air on the station. This is a program that KGNU strives to mentor youth from at-risk urban and rural regions.

*Hosted at least one **job fair**.*

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: **0**

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred

RECRUITING SOURCES USED

Job Title of Position: **N/A**

Date of Hire: **N/A**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.